1. Fill in the blank. Organizational culture refers to a company's _____.  1 / 1 point

   ○ stock price and capital
   ○ logo and slogan
   ◉ values and personality
   ○ income and expenditures

   ✓ Correct
   A company's organizational culture is almost like its corporate personality. It includes the organization's values, mission, and history.

2. A project manager can learn about an organization's culture in which of the following ways? Select all that apply.  0.75 / 1 point

   ☑ Observe employees within the organization.

   ✓ Correct
   Observing other employees can help you get a better sense of the organization's culture. When working in different geographies, it can also make you aware of established customs like bowing, shaking hands, or wearing head coverings.

   ☑ Survey employees on how their personal histories might impact their work.

   ✗ This should not be selected
   Employees' personal lives might impact individual projects, but do not necessarily reflect organizational culture. You can find out more about a company's organizational culture as a whole by asking questions of managers and other employees, considering people's stories, and taking note of company rituals.

   ☑ Ask management questions to better understand what they expect.

   ✓ Correct
   You can find out a lot about organizational culture by talking to managers about their expectations. It can be helpful to ask these questions in the interview phase to better understand the company's culture before accepting a position.

   ☑ Ask employees about workplace rituals and traditions.

   ✓ Correct
   You can find out a lot about organizational culture by talking to employees about their experiences. Rituals can be powerful drivers of culture, and considering what current employees share about them will give you great insight.

3. What are three reasons that it is important for project managers to understand a company's organizational culture?   0.75 / 1 point

   ☑ It can affect many aspects of their projects.

   ⊘ Correct
   Organizational culture can have an impact on the way projects are run. Some aspects of an organization's culture that are directly related to how projects are managed are communication, decision-making, rituals, previous management styles, and values.

   ☑ It can help them avoid bumps in the road when their projects disrupt the status quo.

   ⊘ Correct
   Project managers are change agents, so finding out how things have worked in the past can help smooth the way for any changes they propose.

   ☑ It can help them determine if they want to accept a position with the company.

   ⊘ Correct
   Asking questions about the organization's culture in an interview can help a project manager determine whether the position is a good fit for them. It also shows the interviewer that they are knowledgeable about the impact culture can have on a project.

   ☑ It can help them set an accurate budget.

   ⊗ This should not be selected
   While it can be helpful for a project manager to learn about a company's procedures for setting a budget, understanding organizational culture will not help them set a more accurate budget. Some aspects of an organization's culture that are directly related to project management are communication, decision-making, rituals, previous management styles, and values.

4. Imagine you are interviewing for a project manager role at a local start-up. You are very interested in the work the organization is doing, but you want to find out more about their culture to make sure the position is a good fit. How could you find out more about the organization's culture? Select all that apply.   0.5 / 1 point

   ☑ You could ask your interviewer questions about the organization's atmosphere, policies, processes, and stories.

   ⊘ Correct
   Asking questions about organizational culture during an interview can help you learn if the role is a good fit for you. It can also show the interviewer your awareness of how organizational culture can impact projects.

   ☑ You could ask the HR department about the proposed salary for the role.

   ⊗ This should not be selected
   It may be appropriate for you to discuss salary during an interview, but this won't give you information about the organization's culture. Asking your interviewer and current employees questions about the organization's atmosphere, policies, processes, and stories can help you find out about the company's organizational culture.

☑ You could ask current employees about their employment history at other companies.

ⓧ This should not be selected
It's important to find out about the people you may eventually work with, but learning about someone's previous roles at other organizations won't tell you about this organization's culture. Instead, ask them to share their experiences at this company.

☑ You could ask current employees about their experiences at the company.

⊘ Correct
Considering how current employees portray the company will give you great insight into the organization's culture.